DOCUMENT RESUME

ED 328 302 JC 910 091

AUTHOR	Meltesen, Cal
TITLE	Longitudinal Study of Performance of Students Entering Harper College, 1977-1988. Volume XVIII, No. 9.
INSTITUTION	William Rainey Harper Coll., Palatine, Ill. Office of Planning and Research.
PUB DATE	15 Jun 90
NOTE	14p.; For a related document, see ED 309 805.
PUB TYPE	Reports - Research/Technical (143) -- Statistical Data (110)
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	*Academic Achievement; *Academic Persistence; Age; College Transfer Students; Community Colleges; Degrees (Academic); Females; Full Time Students; Grade Point Average; Grading; Longitudinal Studies; Males; Part Time Students; *Student Characteristics; Tables (Data); Trend Analysis; Two Year Colleges; *Two Year College Students
IDENTIFIERS	William Rainey Harper College IL

ABSTRACT

A longitudinal study was conducted at William Rainey Harper College (WRHC) to observe the performance and achievements of students entering the college each fall from 1977 through 1988. Academic and personal data from transcripts were analyzed for randomly selected samples of 200 full- and 200 part-time students from each fall's entering class. Study findings included the following: (1) the implementation of a policy in 1974 allowing faculty to give a grade of N rather than F to students who did not attend classes caused average GPA's to rise from 2.31 to 2.62 for full-time students and from 2.29 to 2.74 for part-time students; (2) full-time students entering WRHC after the age of 21 had GPA's 0.24 points higher than their younger counterparts, while part-time students over 35 achieved GPA's 0.87 points higher than part-time students under 21; (3) the average GPA of female students was 2.55, compared to 2.48 for males; (4) persistence rates remained fairly constant over the years, with approximately 66% of the first-time, full-time students returning the following fall; (5) part-time students attended WRHC for an average of 3.9 semesters and earned an average of 18 credit hours, while full-time students averaged 4.8 semesters and earned an average of 45 credit hours; (6) older students were more likely to drop out before graduation; (7) while 35% to 40% of the students attended another school before WRHC, only about 10% actually transferred credit hours to Harper; and (8) consistent with national trends, American College Testing program scores have been dropping over the years, although high school class rank has remained fairly constant. Longitudinal data tables are included. (JMC)

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Office of Planning and Research

William Rainey Harper College

LONGITUDINAL STUDY OF PERFORMANCE OF STUDENTS ENTERING HARPER COLLEGE, 1977-1988

Volume XVIII, No. 9
June 15, 1990

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Office of Planning and Research

ED328302

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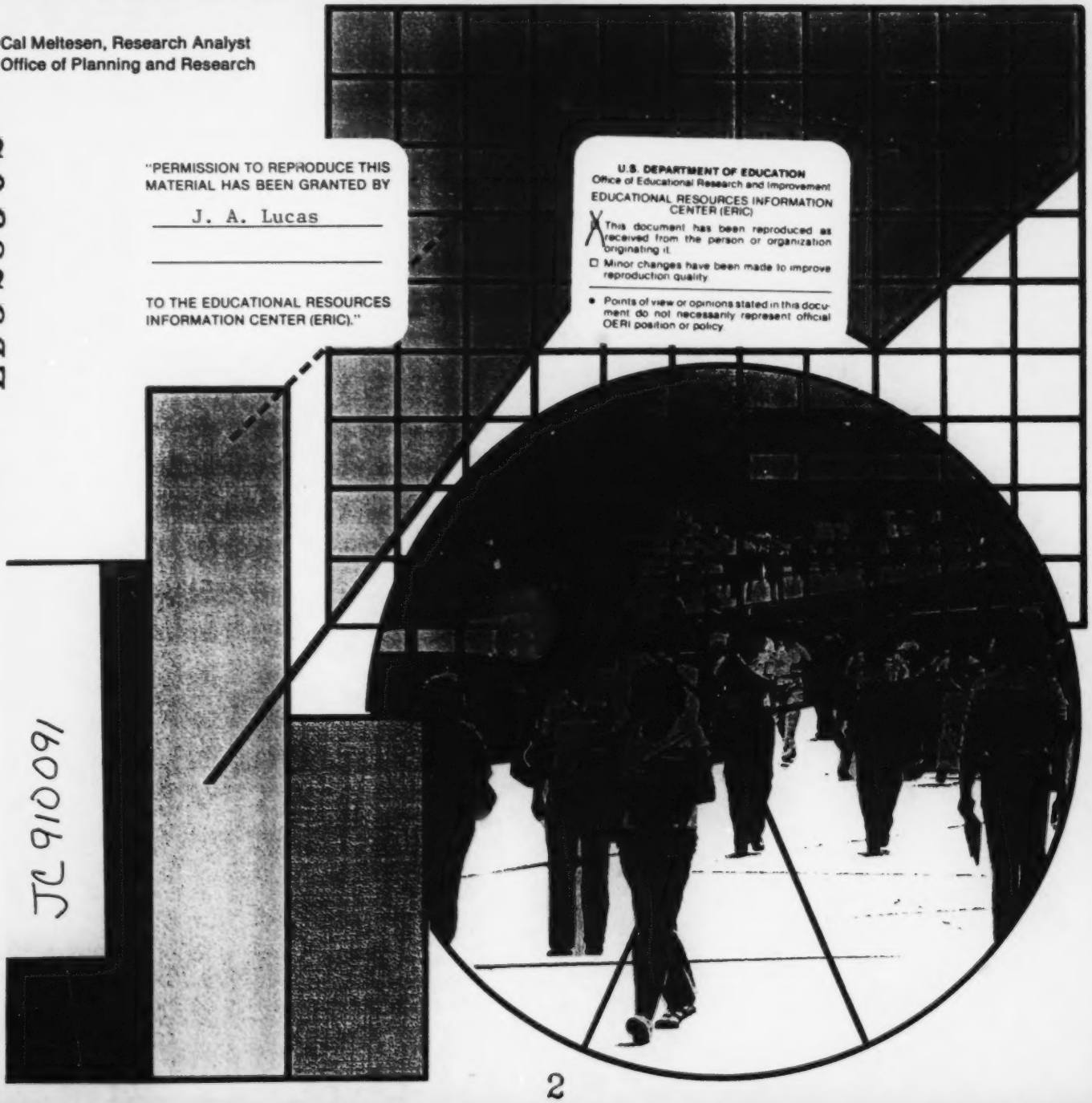

ABSTRACT

THIS STUDY FOLLOWED SAMPLES OF SUCCESSIVE CLASSES (1977-1988) OF 200 FULL-TIME AND 200 PART-TIME STUDENTS EACH YEAR IN A LONGITUDINAL MANNER. THE PURPOSE OF THE STUDY WAS TO PROVIDE SOME BASIC INSTITUTIONAL DATA ABOUT STUDENT PERFORMANCE OVER TIME. DATA WAS OBTAINED ON THEIR PERFORMANCE AND ACHIEVEMENT AT HARPER THROUGH ANALYSIS OF THE ACADEMIC RECORDS OF EACH OF THE STUDENTS SAMPLED.

OVER THE YEARS THE GRADE POINT AVERAGE OF A STUDENT HAS RISEN AND FALLEN IN DIRECT RELATIONSHIP TO CHANGES IN THE GRADING POLICY. IN YEARS WHEN POLICIES WERE MOST FAVORABLE TO STUDENTS, THE AVERAGE GPA REACHED OVER 2.6 WHILE IN RECENT YEARS, THEY HAVE RETURNED TO THE 2.40 LEVEL. IT WAS ALSO NOTED OLDER STUDENTS ACHIEVE A MUCH HIGHER GPA THAN YOUNGER STUDENTS AND FEMALES ACHIEVE A SLIGHTLY HIGHER GPA THAN MALES.

PERSISTENCE HAS REMAINED FAIRLY CONSTANT OVER THE YEARS. THE AVERAGE FULL-TIME STUDENT WILL ACCUMULATE 45 HOURS WHILE AT HARPER 4.8 SEMESTERS, AND 37 PERCENT WILL EARN A DEGREE OR CERTIFICATE. THE AVERAGE PART-TIME STUDENT WILL ACCUMULATE 18 HOURS AND ATTEND 3.9 SEMESTERS AT HARPER, AND ABOUT 11 PERCENT OF THESE STUDENTS WILL ACHIEVE A DEGREE OR CERTIFICATE AT HARPER. OLDER STUDENTS ARE MORE LIKELY TO STAY ONLY A SHORT PERIOD OF TIME AT HARPER AS MANY HAVE ONLY SHORT-TERM GOALS. FEMALES PERSIST LONGER THAN MALES TO ACHIEVE A DEGREE.

ONLY ABOUT 10 PERCENT OF THE STUDENTS ACTUALLY TRANSFER CREDIT HOURS FROM ANOTHER COLLEGE INTO HARPER EVEN THOUGH 35 TO 40 PERCENT HAVE ATTENDED SOME OTHER COLLEGE PRIOR TO HARPER. SOME DEGREE CREDIT STUDENTS CONTINUE TO ENROLL IN CONTINUING EDUCATION COURSES UP TO 10 YEARS AFTER FIRST BEGINNING AT HARPER. EVENTUALLY ALMOST A FIFTH OF THE FULL-TIME STUDENTS AND ONE-THIRD OF THE PART-TIME STUDENTS ENROLL IN BOTH DEGREE CREDIT AND CONTINUING EDUCATION OFFERINGS AT HARPER. IN THE VAST MAJORITY OF CASES, STUDENTS ARE FIRST ATTRACTED BY DEGREE CREDIT COURSES AND THEN LATER ENROLL IN CONTINUING EDUCATION COURSES. SIMILAR TO THE NATIONAL TRENDS, THE ACT COMPOSITE SCORES OF ENTERING STUDENTS HAVE BEEN DROPPING OVER THE YEARS EVEN THOUGH THEIR HIGH SCHOOL CLASS RANK HAS REMAINED FAIRLY CONSTANT.

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Purpose

The purpose of this study is to follow samples of beginning full-time and part-time traditional credit students over a long period of time observing their performance and achievements at Harper College. This type of longitudinal study provides the answer to such questions as: What percentage of all full-time students starting at Harper will ever graduate or accumulate 36 hours of credit or attend four semesters or will take continuing education courses? The same questions can be answered about beginning part-time students. Other questions can also be answered such as their GPA, whether they have transferred into Harper, their age and their standing in their high school graduating class.

Population Surveyed

A random sample of 200 full-time and 200 beginning traditional credit students has been gathered from the population of students entering each fall from 1967 to 1988. Since no report was issued last year, this report shows students who have entered from fall of 1977 to fall of 1988. Ordinarily the report for this year would include the fall of 1978 to the fall of 1988, a ten-year period.

Method Used

Transcript data have been gathered on all students in the target samples and the data analyzed. The data was first separated by full time and part time by the year the student started at Harper. A further separation was carried out by age and sex on the GPA analysis.

Discussion of Results

There have been three policy decisions which have affected the grade point average of students over the years. The first occurred in 1972 when students were able to repeat failed courses and replace the old D or F with the new grade rather than just averaging it in. The second policy change came in 1974 and allowed faculty to give N grades rather than Fs to students who simply did not attend. The third policy change occurred in the fall of 1982 when the College dropped the N grade. The following table shows the average grade point of students in these four periods of time.

Student Started as a:	Before Policy Changes 1967-1971	Repeat and Replacement of Grade Policy Instituted 1972-1973	N Grade Instituted 1974-1981	N Grade Dropped 1982-1988
Full-time	1.95	2.31	2.62	2.35
Part-time	2.25	2.29	2.74	2.23

This table shows the grade point average was affected drastically by the N grade policy. When it was instituted in 1974, GPA rose dramatically and when the use of N grades was stopped in the fall of 1982, GPA dropped dramatically. The repeat and grade replacement policy instituted in 1972 affected primarily full time students who would stay around long enough to repeat courses and replace low grades.

Grade average is affected by the age of the students when they enter Harper. For example, full-time students entering before they are 21 average

2.41 while full-time students entering after they are 21 or older average 2.65. Part-time students who enter while they are under 21 average 2.04. Those between 21 and 34 average 2.63 and those 35 or older average 2.91. Females tend to hold a slightly higher grade point average than males (2.55 GPA for females and 2.48 GPA for males).

Persistence rates for full-time students have remained fairly constant over the years. About 66 percent of students who start full time one fall return the next fall. Among part-time students since 1977, an average of 37 percent have returned one year later. For the last three years the persistence rates of part-time students returning one year later was dropped. The last three year part-time persistence rate is 30 percent compared to the 40 percent for the other earlier years. Almost 90 percent of the students registering full time one fall return the following spring. While an average of 58 percent of the part-time students return the following spring. Many community college students follow stop-out patterns of in and out of college. Thus, we find over 13 percent of students who start full time do not return one year later but return at a later time. This percentage for part timers is about eighteen.

Part-time students average about 3.9 semesters attended during their history at Harper while students starting full time will average 4.8 semesters attended. Interestingly, 17 percent of students starting part time attend seven or more semesters at Harper while almost 25 percent of those starting full time will attend Harper seven or more semesters. The term "a two-year college" seems to be a misnomer. Past studies have shown that older students are much more likely to stay only a short time (2 semesters or less) mainly because they had only short-term goals.

Students starting as full-time students will eventually complete about 45 credit hours on the average, while the average student starting part time will complete about 18 credit hours at Harper. Over the years about 37 percent of all persons starting as full-time students will eventually achieve a degree or certificate at Harper. Moreover, over half (53%) will achieve alumni status (48 hours or degree or certificate). Among those starting as part-time students, the percentage graduating dips to 11 percent while 14 percent reached alumni status. There seems to be no trend in these percentages over the years. Age does not seem to have a significant impact on whether or not students persist to graduation; however, older students are more likely to drop early. Also, females are more persistent toward a degree than males.

There seems to be no trend over the years in the percent of students who officially transfer credits from other colleges to Harper. Since 1977 about 10 percent of both the full-time and the part-time students transfer credits to Harper. To put this in perspective, it is known from other studies that 35-40 percent of Harper's students have attended some other college previously. Thus many students who have attended a college prior to enrolling at Harper choose not to transfer their credits in to Harper.

Degree credit students continue to enroll in continuing education offerings long after they first begin at Harper. By the time ten years have passed, one fifth of the full-time degree credit students and one-third of the part-time degree credit students have also enrolled in continuing education courses. It seems very evident that degree credit offerings are much more likely to first attract students than are continuing education offerings. For example, after ten years among full-time degree credit students who have also taken continuing education courses, 85 percent took degree credit courses first. Similarly, among part-time degree credit students who also enrolled in continuing education offerings, 70 percent enrolled in degree credit courses first. It should also be noted that the percent of females

Discussion of Results (continued)

who enrolled in continuing education courses during the past ten years was more than twice the percent of males.

The average age of entering full-time students is 19 and for entering part-time students it is 26. The average high school rank for both full-time and part-time students is in the 60th percentile. Consistent with nationwide trends, ACT scores of entering students have been falling over the years. The average ACT scores have declined nationally by 0.2 of a point, to 18.6, from 1988 to 1989. Illinois students who took the ACT averaged 18.8. In the early '70s, the mean ACT composite for Harper students was 19.0 for both full-time and part-time students, but this has fallen to 18.0 percent in the late '70s and to 17.5 percent in the '80s for full-time students and even lower for part-time students - (16.3 in the late '70s and 15.3 in the '80s).

Major Conclusions

Over the years the grade point average of a student has risen and fallen in direct relationship to changes in the grading policy. In years when policies were most favorable to students, the average GPA reached over 2.6 while in recent years, they have returned to the 2.40 level. It was also noted older students achieve a much higher GPA than younger students and females achieve a higher GPA than males.

Persistence has remained fairly constant over the years. The average full-time student will accumulate 45 hours while at Harper 4.8 semesters, and 37 percent will earn a degree or certificate. The average part-time student will accumulate 18 hours and attend 3.9 semesters at Harper, and about 11 percent of these students will achieve a degree or certificate at Harper. Older students are more likely to stay only a short period of time at Harper as many have only short-term goals. Females persist longer than males to achieve a degree.

Only about 10 percent of the students actually transfer credit hours from another college into Harper even though 35 to 40 percent have attended some other college prior to Harper. Some degree credit students continue to enroll in continuing education courses up to ten years after first beginning at Harper. Eventually almost a fifth of the full-time students and one-third of the part-time students enroll in both degree credit and continuing education offerings at Harper. In the vast majority of cases, students are first attracted by degree credit courses and then later enroll in continuing education courses. Similar to the national trends, the ACT composite scores of entering students have been dropping over the years even though their high school class rank has remained fairly constant.

LONGITUDINAL DATA OF FULL-TIME DEGREE CREDIT STUDENTS AT HARPER

STUDENTS BEGINNING IN THE FALL OF:

	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
Sample Size	200	200	200	200	200	200	200	200	200	200	200	200
Mean GPA	2.68	2.68	2.62	2.56	2.55	2.23	2.50	2.54	2.35	2.35	2.14	2.32
Mean Cumulative Hours Attempted	47.64	48.39	47.28	50.55	47.41	46.17	46.22	49.79	45.91	44.47	34.62	22.64
Mean Cumulative Hours Earned	45.65	47.72	45.93	48.21	45.29	42.26	43.92	47.95	42.73	41.94	34.36	22.15
PCT Registered Following Spring	93.5	92.0	90.0	93.5	94.0	86.0	91.5	92.5	85.0	84.0	85.5	88.0
PCT Registered 1 Year Later	61.0	65.0	65.0	68.0	67.0	70.5	65.5	70.5	62.5	65.5	66.0	61.5
PCT Not Registered 1 Year Later But Who Returned Another Time	16.5	13.0	12.0	16.0	9.0	13.0	12.5	13.5	8.0	0	21.5	0.0
PCT Who Never Return After First Year	22.5	22.0	23.0	16.0	24.0	16.5	22.0	16.0	29.5	34.5	12.5	38.5
Average Number of Semesters Registered	4.9	5.0	5.0	5.3	5.2	5.2	5.0	5.2	4.6	4.2	3.6	2.2
Percent Registering for:												
One Semester	4.9	6.0	4.5	4.0	3.5	7.0	5.0	4.5	8.5	10.0	12.5	10.5
Two Semesters	16.0	15.0	16.0	10.0	17.5	12.0	16.0	10.0	14.5	16.0	15.5	56.5
Three Semesters	12.5	8.5	11.0	11.0	10.0	11.5	9.0	10.0	12.5	13.0	13.0	32.0
Four Semesters	15.0	14.0	15.0	18.0	14.0	12.0	13.0	17.0	13.5	16.0	27.5	1.0
Five Semesters	16.5	17.0	20.0	13.0	17.5	12.5	16.0	15.0	16.5	13.5	23.5	0
Six Semesters	10.0	13.0	11.0	16.0	10.0	14.5	17.5	15.0	12.5	17.5	8.0	0
Seven or More Semesters	25.5	26.5	22.5	28.0	27.5	30.5	23.5	28.5	22.0	14.0	0	0

LONGITUDINAL DATA OF FULL-TIME DEGREE CREDIT STUDENTS AT HARPER

STUDENTS BEGINNING IN THE FALL OF:

Hours Earned and Degree Status	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
Under 24 Hours	18.0	14.5	24.0	13.5	21.0	24.0	20.5	17.0	23.5	24.0	34.0	46.0
24-35 Hrs./No Degree	21.0	18.0	13.0	19.0	19.0	17.5	22.0	15.5	17.5	15.5	15.0	50.5
36-47 Hrs./No Degree	6.5	12.5	11.5	8.5	8.5	12.0	6.5	9.0	9.5	9.5	20.5	2.5
48 Hours Or More/ No Degree	14.0	16.5	12.5	16.0	18.0	17.5	15.5	19.5	10.5	20.5	15.0	0
48 Hours Or More/ With Degree	38.0	36.0	37.5	36.5	31.0	26.5	33.0	37.5	35.0	26.5	2.0	0.5
Less Than 48 Hours With Degree	1.5	1.5	0.5	3.5	1.0	0.5	1.0	0	2.0	3.0	1.5	0.5
Certificate Only	1.0	1.0	1.0	3.0	1.5	2.0	1.5	1.5	2.0	1.0	2.0	0
PCT Transferring Into Harper Officially	9.0	7.5	7.5	13.5	10.0	12.0	16.0	4.5	14.0	10.5	12.0	6.5
PCT Taking Continuing Education Courses - Total	20.0	22.5	21.0	18.0	17.0	9.5	12.5	10.5	14.0	4.5	7.5	3.5
PCT Taking Degree Credit Courses First	17.0	18.0	19.0	17.0	14.0	9.5	11.0	9.5	9.0	3.5	6.0	3.0
PCT Taking Continuing Education Courses First	1.5	0	0.5	0.5	2.0	0	0.5	0	3.5	0	0	0
PCT Taking Them Simultaneously	1.5	4.5	1.5	0.5	1.0	0	1.0	1.0	1.5	1.0	1.5	0.5
Mean Age	18.7	18.1	18.4	18.7	18.1	18.4	18.5	18.1	18.7	18.8	20.9	18.4
Sample Size Age	192	190	194	196	197	198	197	200	200	200	200	200
Mean High School Rank	63.7	63.7	68.0	64.7	58.9	58.2	61.3	58.6	59.4	57.2	50.0	54.2
Sample Size Rank	189	165	156	167	183	179	177	161	168	159	148	165
Mean ACT Composite	18.5	18.2	17.4	18.8	17.2	16.5	17.9	17.6	18.5	17.9	16.0	17.0
Sample Size - ACT	110	46	43	87	125	111	75	81	76	63	54	126

LONGITUDINAL DATA OF PART-TIME DEGREE CREDIT STUDENTS AT HARPER

STUDENTS BEGINNING IN THE FALL OF:

	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
Sample Size	200	200	200	200	200	200	200	200	200	200	200	200
Mean GPA	2.74	2.70	2.71	2.65	2.93	2.49	2.48	2.51	1.85	2.15	1.95	2.21
Mean Cumulative Hours Attempted	21.88	22.02	19.76	20.79	20.77	17.79	17.73	19.94	22.09	10.14	10.75	8.09
Mean Cumulative Hours Earned	21.30	20.99	18.85	19.75	15.99	14.07	16.19	18.36	18.28	8.78	9.80	7.78
PCT Registered Following Spring	61.5	64.0	63.0	64.0	64.0	58.5	49.0	58.0	67.5	46.0	52.0	53.0
PCT Registered One Year Later	36.5	43.5	41.5	37.5	44.5	40.5	38.5	34.5	40.0	22.5	32.0	34.0
PCT Not Registered One Year Later - But Who Returned Another Time	17.0	19.0	22.5	19.5	15.5	13.5	15.0	22.5	13.0	0	23.5	0
PCT Who Never Return After First Year	46.5	37.5	36.0	43.0	40.0	46.0	46.5	43.0	47.0	77.5	44.5	66.0
Average Number of Semesters Registered	4.2	4.0	4.3	4.5	4.1	3.3	3.5	3.5	3.5	2.4	2.3	1.7
Percent Registering For:												
One Semester	30.0	21.5	20.0	23.5	21.5	29.5	31.5	26.5	24.5	42.5	43.0	45.0
Two Semesters	20.0	19.0	20.5	17.5	20.5	25.5	18.5	22.0	25.0	26.0	23.0	43.5
Three Semesters	10.0	15.5	16.5	13.0	11.5	10.5	10.5	14.5	8.0	11.0	12.5	11.0
Four Semesters	8.5	9.5	11.5	8.5	10.5	8.5	11.5	11.5	10.5	5.5	10.5	0
Five Semesters	3.5	7.5	5.5	7.5	9.5	5.5	8.0	5.0	11.5	4.5	7.0	0.5
Six Semesters	4.0	9.5	6.5	6.5	7.0	5.0	4.0	5.0	6.0	7.0	4.0	0
Seven or More Semesters	24.0	17.5	19.5	23.5	19.5	15.5	16.0	15.5	14.5	3.5	0	0

LONGITUDINAL DATA OF PART-TIME DEGREE CREDIT STUDENTS AT HARPER
STUDENTS BEGINNING IN THE FALL OF:

Hours Earned and Degree Status	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
Under 12 Hours	53.5	46.0	51.0	50.0	51.0	61.5	64.0	55.0	48.5	78.5	72.0	74.0
12-23 Hours	16.5	23.0	16.5	19.0	19.5	16.5	12.5	17.0	20.5	9.5	12.5	22.0
24-35 Hours/No Degree	6.5	7.0	9.5	9.0	8.0	5.5	3.5	8.0	12.0	4.5	9.0	4.0
36-47 Hours/No Degree	4.0	6.5	2.5	5.0	5.0	1.5	5.5	7.0	5.5	1.0	1.5	0
48 Hours or More/No Degree	6.0	5.0	3.0	6.5	7.0	4.0	5.5	3.5	3.5	3.0	2.5	0
48 Hours or More/ With Degree	10.0	7.5	9.5	5.5	5.5	6.5	5.5	6.0	6.5	0	1.0	0
Less than 48 Hours/ With Degree	2.0	2.0	2.5	1.5	1.0	1.0	3.5	1.0	2.0	2.5	0	0
Certificate Only	1.5	3.0	3.5	3.5	3.0	3.5	0	2.5	1.5	1.0	1.5	0
PCT Transferring Into Harper Officially	11.0	7.5	12.5	9.5	11.5	11.5	12.5	4.0	11.5	11.5	9.5	8.5
PCT Taking C.E.Courses - Total	38.0	28.0	34.0	23.5	29.0	22.0	23.5	9.5	15.0	13.0	7.5	5.0
PCT Taking Degree Credit First	21.5	25.0	25.5	19.0	17.0	19.5	11.5	7.0	13.5	8.5	5.5	3.0
PCT Taking C.E.Courses First	4.0	1.0	2.5	2.0	9.5	0.5	9.0	0	0	0.5	0	0
PCT Taking Them Simultaneously	12.5	2.0	6.0	2.5	2.5	2.0	3.0	2.5	1.5	4.0	2.0	2.0
Mean Age	27.5	25.6	26.9	25.9	24.7	25.6	26.6	24.1	21.5	26.5	27.3	26.5
Sample Size Age	191	183	192	194	184	197	192	199	199	200	200	199
Mean High School Rank	66.2	64.7	63.1	60.7	63.0	62.4	62.9	53.0	50.3	59.1	57.6	58.1
Sample Size Rank	180	155	143	148	164	169	134	140	154	142	131	137
Mean ACT Composite	17.3	16.9	16.2	14.5	15.8	15.0	16.4	15.6	14.5	14.2	16.0	16.1
Sample Size - ACT	29	14	9	21	39	27	19	23	33	13	13	35

LONGITUDINAL DATA OF DEGREE CREDIT STUDENTS AT HARPER WHO BEGAN 1977-1988 - BY AGE

	Full-Time Students			Part-Time Students			
	Under 21 Years of Age	21 Years of Age and Older	Age Unknown	Under 21 Yrs. of Age	21-34 Yrs. Old	35 Years of Age and Older	Age Unknown
Number	2,168	196	36	1,001	945	382	72
PCT of Age Group	90.3	8.2	1.5	41.7	39.4	15.9	3.0
GPA	2.41	2.65	2.57	2.04	2.63	2.91	2.68
Cumulation at Harper	Percents						
Under 12 hours	[[22.7	[[31.1	[[19.4	43.7	68.0	74.4	70.8
12-23 hours	[	[	[	21.5	14.6	12.3	12.5
24-35 hours	20.4	19.9	19.4	10.8	5.5	2.9	1.4
36-47 hours	9.6	8.7	8.3	7.0	1.4	2.1	1.4
48 or more hours - No Degree	15.3	10.2	16.7	6.9	2.3	0.5	2.8
48 or more hours - With Degree	29.9	17.9	36.1	8.2	3.5	3.1	4.2
Less than 48 hours - With Degree	1.1	5.1	0	1.0	1.7	2.9	1.4
Certificate Only	1.0	7.1	0	1.0	3.0	1.8	5.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Longitudinal Data of Degree Credit Students at Harper
Who Began 1977-1988 - By Sex

	Full-Time Students			Part-Time Students		
	Male	Female	Unknown	Male	Female	Unknown
Number	1,058	1,235	4	1,016	1,380	4
PCT of Group	48.4	51.5	.2	42.3	57.5	.2
GPA	2.60	2.58	2.94	2.35	2.52	2.66
Cumulation at Harper	Percents					
Under 12 Hours	[	[	[	59.5	58.6	50.0
	[25.8	[21.0	[25.0			
12-23 Hours	[	[	[	16.8	17.2	50.0
24-35 Hours	19.2	21.3	25.0	7.7	6.9	0
36-47 Hours	11.2	8.4	0	3.7	3.8	0
48 or More Hours - No Degree	16.1	13.3	0	5.2	3.3	0
48 or More Hours - With Degree	24.6	33.4	50.0	3.7	6.5	0
Less than 48 Hours - With Degree	1.6	1.1	0	1.0	2.0	0
Certificate Only	1.5	1.5	0	2.4	1.8	0
Total	100.0	100.0	100.0	100.0	100.0	100.0
PCT Taking Continuing Education Courses	7.6	18.8	0	13.5	25.9	0

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MAR 8 1991